



F5 Networks

Locations: Washington (HQ)

Industries: Cloud & Data Storage

RISK LEVEL:



Medium Risk

DESCRIPTION:

F5 Networks Inc, uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. The company covers transgender-related medical costs for its employees and their children. F5 Networks Inc., integrates ESG into all of its business practices. The company uses its corporate reputation and funds to advance ideological causes, including tying executive bonuses to DEI initiatives, partnering with the Human Rights Campaign, and signing onto the CEO Action for Diversity & Inclusion pledge. The company also offers unconscious bias training and inclusion coaching for all its employees. However, F5 Networks Inc. does not appear to discriminate against charitable organizations based on views or beliefs. For these reasons, F5 Networks Inc. receives a Medium Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

F5 Networks Inc. has a written policy pledging to vet vendors for LGBTQ policies. Its Code of Conduct applies to all suppliers and business partners and includes a commitment to not discriminate on the basis of sexual orientation (1). The company integrates ESG into all of its business practices (2). However, F5 Networks Inc. has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **Lower Risk**

F5 Networks Inc. does not appear to discriminate against charitable organizations based on views or beliefs (1).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

F5 Networks Inc. does not provide viewpoint protections for its employees (1)(2).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

F5, Inc. CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1). Scot Rogers, Executive Vice President and General Counsel at F5, published an article in support of the Human Rights Campaign and advocated for financial support to be given to the Transgender Law Center, the Southern Poverty Law Center, and the Human Rights Campaign (2). F5 offers unconscious bias training and Inclusion Coaching for all employees (3). F5's entire executive team and multiple board members signed onto a Diversity, Inclusion, and Equality pledge (4). In 2022, the company created an Allyship Reading Library, where it had 4 Learning Days for employees to read books to expand its DEI initiatives (5). F5 is now using data to create "gender-inclusive recruitment language" in its hiring process (6). The company also launched an employee inclusion survey, regarding the inclusion and implementation of self-identification options (7).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

F5, Inc. HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. partners with Coqual, the Human Rights Campaign, Reboot Representation, Stonewall Diversity Champion, and the Black Equity Index (3). In 2022, F5 began incorporating D&I goals into executive bonuses (4).

Uses corporate political contributions for ideological, non-business purposes.

N/A

F5, Inc. does not operate a PAC at this time (1).

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